

If it is critical that the precise terms of the Collective Bargaining Agreement between the State of Alaska and the Alaska State Employee Association – General Government be known, it is recommended that more formal sources be consulted. Recent editions of the Collective Bargaining Agreement may be obtained from the Division of Labor Relations Home Page. The below list is not a complete list.

**Summary of changes
in Interim Agreement with

General Government Unit
Collective Bargaining Agreement**

Effective October 19, 2004

Index:

[Article 1 - Recognition and Representation](#)
[Article 2 - Union Representatives and Activities](#)
[Article 3 - Union Security](#)
[Article 4 - Management Rights](#)
[Article 5 - No Strike or Lockout](#)
[Article 6 - Nondiscrimination and Affirmative Action](#)
[Article 7 - Labor-Management Committees](#)
[Article 8 - Emergency Personnel](#)
[Article 9 - Nonpermanent Appointments](#)
[Article 10 - Recruitment and Selection](#)
[Article 11 - Employment Status](#)
[Article 12 - Layoff](#)
[Article 14 - Discipline](#)
[Article 15 - Complaint Resolution Process](#)
[Article 16 - Grievance-Arbitration](#)
[Article 17 - Classification Reviews](#)
[Article 18 - Performance Evaluations and Incentives](#)
[Article 20 - Legal Trust Fund](#)
[Article 22 - Overtime and Premium Pay](#)
[Article 25 - Annual and Sick Leave](#)
[Article 26 - Personal Leave](#)
[Article 27 - Shift Assignment](#)
[Article 28 - Equipment and Clothing](#)
[Article 30 - Travel, Per Diem and Moving](#)
[Article 31 - State Owned/Controlled Housing](#)
[Article 32 - Parking](#)
[Article 33 - Protection of Rights](#)
[Article 34 - Examination of Records](#)
[Article 35 - Educational Advancement and Training](#)

[Article 36 - Legal Indemnification](#)
[Article 39 - Superseding Effect of Agreement](#)
[Article 40 - Legislative Action](#)
[Article 41 - Printing of the Agreement](#)

Article 1 - Recognition and Representation

No change to existing language.

Article 2 - Union Representatives and Activities

2.02 B--for tracking purposes, changed language to require that steward time must be recorded on a state form and steward release time normally must have prior approval.

Article 3 - Union Security

3.02--clarify notice to new hires to contact ASEA and that such contact is during the employee's personal time.

3.03--change union dues vs. fee payer language to better conform to existing law.

Article 3.04 C--remove "PEOPLE contribution" payroll deduction language.

3.05--remove reference to "PEOPLE contribution" and change the transmittal of personnel transaction information supplied to union to once each pay period.

Article 4 - Management Rights

No change to existing language.

Article 5 - No Strike or Lockout

No change to existing language.

Article 6 - Nondiscrimination and Affirmative Action

No change to existing language.

Article 7 - Labor-Management Committees

No change to existing language.

Article 8 - Emergency Personnel

No change to existing language.

Article 9 - Nonpermanent Appointments

9.02. B--incorporated current LOA language that creates a health insurance effective date option for "extended" short-term non-permanent employees upon conversion to long-term non-permanent status.

Article 10 - Recruitment and Selection

Operational language changed to reflect the Work Place Alaska recruitment and selection system.

Article 11 - Employment Status

11.03 A--changed complaint process to allow a probationary employee to appeal his/her non-retention at step II of the process.

11.06--removed superfluous word "current".

Article 12 - Layoff

12.05 C. 2--added language to require an employee to meet minimum requirements of the position to be able to exercise layoff rights for closely related job classifications.

Article 14 - Discipline

No change to existing language.

Article 15 - Complaint Resolution Process

Modified designee for complaint filing to conform to the human resource integration.

Article 16 - Grievance-Arbitration

16.01--modified designee for grievance filing to conform to human resources integration.

16.03 A--limited arbitrator authority to issues of procedural arbitrability only.

Article 17 - Classification Reviews

17.01--Modified language to conform to the human resource integration.

Article 18 - Performance Evaluations and Incentives

18.01 A 1 & A 3--limited evaluation period to no greater than the proceeding 12 months and added a union notice and comment period for proposed changes to the raters guide.

18.04 C 3, 4 & 5--modified appeal language to identify appropriate state designee to conform to human resource integration.

Article 20 - Legal Trust Fund

No change to existing language.

Article 22 - Overtime and Premium Pay

22.01--clarified the defined workweek by removing the term "consecutive" from the 5 consecutive days definition and added optional LOA language for a workweek that is not a normal workweek.

Article 25 - Annual and Sick Leave

25.08--eliminate maintenance and cure language, which is covered by existing law.

25.10--require written authorization for transfer of leave to business bank, require new employees to donate 7.5 hours as a condition of employment and

changed the designated state representative for purposes of submitting withdrawal requests.

Article 26 - Personal Leave

26--provide certain employees one final opportunity to convert to personal leave by a specified date. Absent conversion, the employee shall remain under the sick/annual leave system for the remainder of their service with the state or the expiration of this agreement. (Note: This does not preclude a negotiated change in successor agreements.)

26.08--modify language to conform to the leave bank terms in article 25.10 noted above.

26.11 A—Added language to extend the military leave entitlement to the organized militia of Alaska.

26.11 D—Added language to adopt AO 213.

26.13—Added new section creating an “emergency leave” bank. Employees can qualify for the use of this leave if they qualify for FMLA and AFLA and their personal or annual leave balance is less than 75 hours. Leave contributions to the bank will be voluntary. (Implementation process still in development.)

26.15—Eliminate maintenance and cure language.

Article 27 - Shift Assignment

No change to existing language.

Article 28 - Equipment and Clothing

No change to existing language.

Article 30 - Travel, Per Diem and Moving

No change to existing language.

Article 31 - State Owned/Controlled Housing

No change to existing language.

Article 32 - Parking

32 E--expanded the number of parking issue sites that are reviewed by the labor management committee.

Article 33 - Protection of Rights

No change to existing language.

Article 34 - Examination of Records

No change to existing language.

Article 35 - Educational Advancement and Training

No change to existing language.

Article 36 - Legal Indemnification

No change to existing language.

Article 39 - Superseding Effect of Agreement

No change to existing language.

Article 40 - Legislative Action

No change to existing language.

Article 41 - Printing of the Agreement

No change to existing language.

LOA's are presumed to be extended, unless cancelled by the specific terms of the LOA.